



## *The International Past President Message*

*Rich Vincent, South Dakota*



### ***What's Inside This Issue –***

<b><i>Past International President's Message</i></b>	<b><i>Page 1</i></b>
<b><i>International Stewardship Report</i></b>	<b><i>Page 2</i></b>
<b><i>Veterans Voice</i></b>	<b><i>Page 5</i></b>
<b><i>Dates to Remember</i></b>	<b><i>Page 6</i></b>
<b><i>Awards Time</i></b>	<b><i>Page 7</i></b>
<b><i>With Fall comes Football</i></b>	<b><i>Page 12</i></b>
<b><i>Conference Information</i></b>	<b><i>Page 13</i></b>
<b><i>People on the Move</i></b>	<b><i>Page 14</i></b>
<b><i>Idaho Executive Board</i></b>	<b><i>Page 14</i></b>
<b><i>Congratulations!</i></b>	<b><i>Page 15</i></b>

### **Dear IAWP Members,**

I would like to report on the 98<sup>th</sup> International Educational Conference that was held in St. Louis. South Dakota was well represented with Jean and Lynn Bennett, Marilyn Huntley, Cheryl Kulm, Bonnie Zachman and Tom Meyer. The SD folks played a vital role in the success of the conference and I am very proud and appreciative of all their support during the week. This group did the meet and greet in the lobby of the hotel to pass out drinks, have some popcorn, and listen to music. This started the week off right to let conference attendees that we were glad they were there and could mingle. Thank you everyone.

The conference was billed as a creative and different experience by the conference planning committee. With no local chapter and agency support the conference needed to rely on the board and all of the members to take a very active role in the preparation and execution of the conference. Based on the numbers in attendance, smiles on faces and comments from the evaluations we accomplished the goals of putting on a wonderful educational and networking experience.

There was a small band of gypsies from Illinois of Susie Geltner, Pam Nelson, and Terri Pasternik that did a fantastic job as the Local Arrangements Committee to make sure that decorations were in place and the details of what needed to be done worked out. They even dressed up as gypsies at the festivities that were held on St. Louis Night. This was a huge success. It was billed as The Carnivale. The Districts kicked in to plan booths with games and award prizes. It was amazing to see everyone take ownership of this event. We had clowns, gypsies and carnival barkers running around. Fun was had by all.

Redistricting did pass and in my opinion was needed for our association to trim down and survive. The new district setup will take place at the conclusion of next year's conference in Spokane when Nancy Upchurch from Idaho takes over as International President. We in SD will now become District 5 and will pick up Minnesota to the existing states we currently have in District 10. The district also voted in caucus to have district wide elections in coming years versus a rotation from each state in the district. There will be a district conference held by current District Director Dave Schroeder from Nebraska at the end of September. At that time there will be an election to determine who will be the District 5 Director to be seated in Spokane. If anyone in SD is interested in this position I suggest they contact Dave to submit their nomination. Also a vote was taken in the caucus to split the District Conference profits 50/50 with the Iowa Chapter and the District. Bylaws will also be looked over this year to make changes to reflect redistricting passing.

I could go on and on reporting the week's events. At the end of the week it was bittersweet to look back at all the hard work and take great pride that South Dakota had a presence in putting on a top notch affair. It was truly an honor and a privilege to serve as the International President this past year

and preside over a top notch conference. I will always be humbled and honored knowing that I represented a wonderful group of workforce professionals from my home state.

I will still be on the board as the Immediate Past President this coming year. I will continue to do what I can to help the association grow as being a leader in workforce development. Take care and thank you everyone once again for all your support these past few years.

***Rich Vincent***

## **The International 2011 Stewardship Report International President of IAWP Rich Vincent**



Fellow IAWP members, 2010-2011 Executive Board, International Delegates and distinguished guests, it has truly been an honor and a privilege to serve you as President of the International Association of Workforce Professionals. When I took the oath of office I did so with the intent of doing the best job I possibly could to benefit IAWP and our mission of the work-force system.

I am pleased to report, that thanks to the efforts of the Board of Directors, Committee Chairs, and Committee members we were able to do things that made this truly a progressive year. I want to thank everyone very much for your hard work and efforts.

The year has been interesting with events that have taken place. It has also been a very re-warding experience I will cherish for the rest of my life. I have made new friendships and have strengthened existing ones. I have seen firsthand throughout the country a spark of interest in IAWP at grass roots levels. I feel blessed to have seen another side of IAWP, from personal observation just from other than the perspective of my own chapter and district and beyond the activities at International Conferences. There are efforts being done that you don't always see and hear at International Conference. It would be wonderful if more members could see and hear what truly is going on locally around the country. Again I feel very fortunate to have witnessed great efforts on behalf of IAWP.

We have had several chapters in the past few years go inactive and send their chapter funds to International. While this sounds disheartening I can tell you this is being balanced by chapters that are increasing in membership. They are having good attendance at local conferences. Bottom line local activity is taking place for workforce development on a local level.

I would like to report on the financial status of our association. On a very positive note I am pleased to announce the robust state of our investment account. In 2008 we had invested approximately \$210,000 into a Raymond James account. The investment took a loss in the first quarter of that year, when the recession started. Every quarter since then the account has had a net gain. As of May of this year the account was at \$318,000. Our investment portfolio which includes CDs in addition to our Raymond James Freedom Fund account, is currently at \$387,000. This is up from \$350,000 at the end of 2009.

Our general revenue continues to decline. We have made hard decisions recently to eliminate items from the budget. We had about a \$15,000 net loss in 2010. There were some unique items that caused this. The timing of having two in person board meetings in one fiscal year occurred. We purchased equipment needed for the IAWP office. I still believe we collectively managed our income and expenses to the best of our ability. As Linda Barnes, our Treasurer, has reported when submitting our budget to the board this

year, revenues tie hand-in-hand with membership. We need to continue for the survival of our association to make it everyone's mission to promote and find new members, period.

As president this last year I consciously removed myself from site visits for the 2014 International conference. This was twofold. One was to save the expense of an extra person making the trip. The other was to instill into our administrative staff our vote of confidence in their ability to make these visits and report to the president and the board. Also we have traditionally had three sites to choose from for an International Conference. It appeared to me, there was always one site coming in a distant third in the voting. I asked this year to present two strong sites, which you know were from New York and Oregon.

I would like to address the International Educational Conference in St. Louis this year. I hope those in attendance would agree that the conference was a success in light of not having agency or chapter support as has been the case in recent years. There are benefits with this conference model. The 2010-2011 Board of Directors bonded together to take an ownership role of the conference. We received a package from the Hilton Frontenac that benefited our conference budget. The smaller group allowed for greater flexibility in the execution of decisions. I hope that we continue to recognize the value of a conference sites in locations such as St. Louis for the overall value brought to our association and conference experience. Thank you to the conference planning committee for your hard work and efforts.

The timing of the dues increase was addressed this year. Several had approached me on this. It was sent back to the membership committee as to when the increase should take place. It was not a question to do away with the increase but when to implement the increase. We did move it from effective January of 2011 to January 2012. It was never the intent to open an old wound but to show our association members if something was brought forward, it would be looked at, even though a decision had just been made on the issue. The dues will increase by \$8 (\$4 for retirees) effective January 1, 2012.

Awards redesign was something discussed by the officers earlier this year. It is believed the awards program needed to be reevaluated. It was also believed this could not be done in one year. Under Nancy Upchurch's guidance this past year the start of looking over the awards took place. There were changes passed on the individual awards this year and the chapter awards are continuing to be evaluated with recommendations coming before the board this year.

We had the unique situation of having an officer resign this year. This is no reflection upon the state of IAWP and was a very hard work related decision for Lorraine. As melancholy as it was to see my big sister (Lorraine and I share the same birth date) leave the board I am excited about how things turned out. How cool to have David Slimp step forward to run for the office of President when he and I ran for this position in 2008. Obviously he has the desire and commitment to build membership with his theme — **IAWP: Building One Member-At-A Time.**

We took another look at redistricting this year. While I tempered to open an old wound, I again felt there was enough interest and the vote was close enough last year to re-visit this issue. I do believe the size of the board is outdated and should reflect the member-ship as it is today. Economics play into it as well. More board members costs more to conduct in person meetings. (Contingent on Redistricting Passing) This was the right thing to do. This redistricting will bring our association into the 21<sup>st</sup> century. Having essentially the same size board we had when we had three times as many members just does not make sense. This change will take affect for the 2012-2013 year starting in Spokane. I want to personally thank the chair of the redistricting committee, Maryann Baykal, her committee members, the Board of Directors, and everyone who voted for this proposal. Maryann came back a second year to take this on and her leadership was invaluable.

During the conference, the IAPES Foundation Board of Directors conducted a meeting. It was approved to take up to a year to weigh the overall pros and cons of the relevance of the Foundation to IAWP. Based upon what the Foundation concludes, a decision will be made to keep or eliminate the Foundation. As you know the Foundation has been struggling to secure funding. With the annual administrative cost and the

inability to obtain resources, the hard decision needs to be made regarding the continuation of the Foundation.

I believe the 2010-11 year was a great success. My theme was **Communicate – All Levels Enhancing IAWP**. I do believe we all need to do a much better job in our association communicating both up to the International Board and having the board communicate back to our members. I challenge everyone on future boards to do the work our bylaws give as a guideline as to what officers, directors and committee chairs should be doing. I am very confident with David Slimp, Nancy Upchurch, Ray Cabrera and Linda Barnes that we are in great hands.

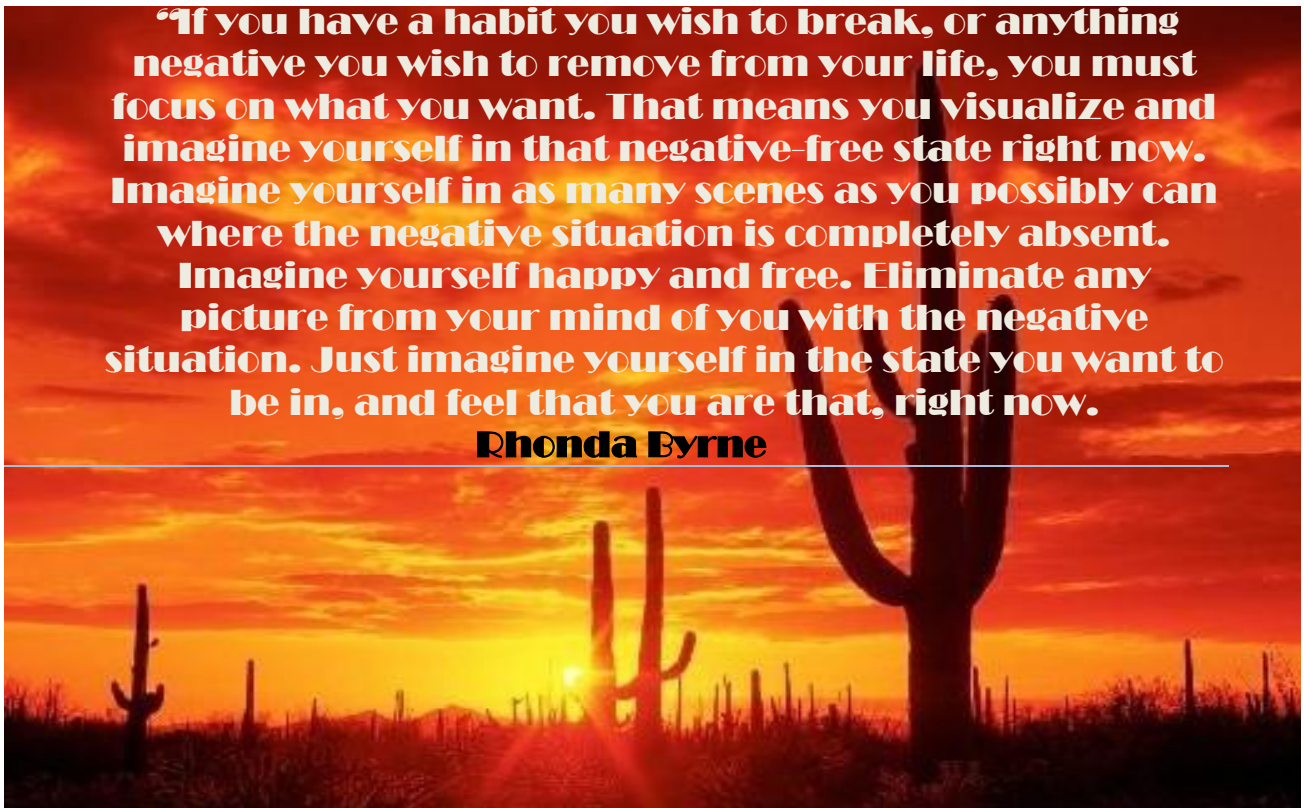
In closing I want to share a quote from a favorite president of mine Ronald Reagan. *“I know in my heart that man is good. That what is right will always eventually triumph. And there's purpose and worth to each and every life.”* As workforce professionals we work with people every day with those that are seeking purpose and worth in their lives. I wish for all of you as you reach out and touch people each day, you do whatever you can to let them know you believe they have purpose and worth. You truly do assist with the most basic necessities of life of assisting with employment and dollars to help them live, survive, and prosper. Be beacons of hope to them to help them in what could be low and dark times in their lives.

IAWP has truly blessed me and I am proud to say I had a small part in our success. I am also proud to say in the 98th year history of our association, I am the first president from South Dakota. I am honored to represent the great people of my state. I deeply care for all IAWP members, and I consider you to be friends.

**Thank you so much. *Rich Vincent***

**“If you have a habit you wish to break, or anything negative you wish to remove from your life, you must focus on what you want. That means you visualize and imagine yourself in that negative-free state right now. Imagine yourself in as many scenes as you possibly can where the negative situation is completely absent. Imagine yourself happy and free. Eliminate any picture from your mind of you with the negative situation. Just imagine yourself in the state you want to be in, and feel that you are that, right now.**

**Rhonda Byrne**







Greetings to all from beautiful North Idaho! I appreciate the opportunity to share a few highlights regarding our quest to provide assistance to the many veterans in our area.

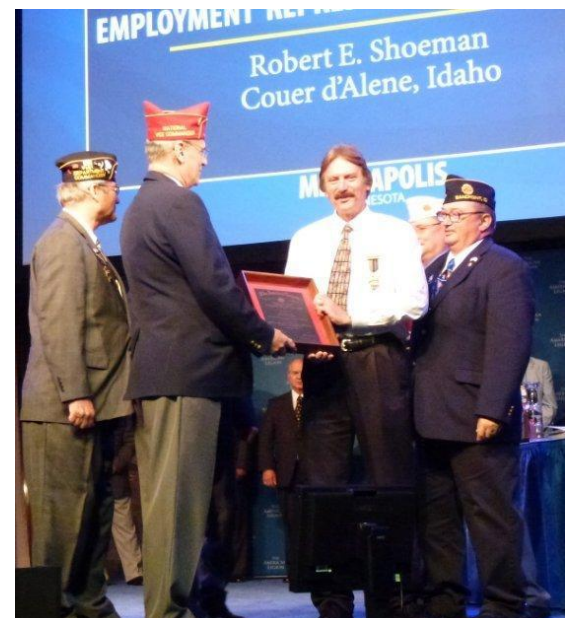
First of all, here is a little background concerning our corner of the state. Of the nine offices in Regions 1 and 2, three have “veteran program funded” LVER or DVOP positions: Jim Ziegenfuss {1.0 DVOP Lewiston}, Mike Mallory {.5 DVOP Sandpoint}, Brandia Young {.5 DVOP Kootenai County}, and Robert Shoeman {1.0 LVER Kootenai County}. Fortunately, the six “non-veteran funded” offices {Bonners Ferry, Silver Valley, St. Maries, Orofino, Moscow, and Grangeville} are staffed by very capable and dedicated professionals. What I was told on my first day with the Department more than 10 years ago still holds true today: “We are ALL Veterans’ Representatives!”

Our area continues to experience unprecedented numbers of requests for assistance from our job-seeking veterans. Many of the individuals are in dire need of basic necessities, including: food, shelter, medical care, transportation options, work clothing and tools, etc. Most of these needs must be met before a person is considered “job-ready.” Two programs, the American Legion Emergency Grant Program, and the Homeless Veterans Reintegration Program, have provided more than \$40,000 in the past year through the Kootenai County Office alone, to assist veterans with job-related needs. Numerous other faith-based, community, and veteran organizations have also provided valuable support. Building and strengthening partnerships is more important than ever. In these difficult times it truly takes a community to employ our veterans.

One important area of focus surrounds the return of Idaho National Guard members from deployment to Iraq. We are expecting that approximately 300 area soldiers will finish processing at Fort Lewis, Washington by late September. At this time we have two “Yellow Ribbon” events scheduled locally – the last weekend in October, and the first weekend in December. The Kootenai County Local Office “Veterans Team” will participate in these events by offering a comprehensive job search workshop to the returning veterans. Recent estimates indicate that more than 50 percent of the transitioning Guard soldiers will not have a job to return to. It will take a coordinated effort from IDOL employees, and the community, to provide the support needed for a successful reintegration. I am confident that our staff members and community partners will go “above and beyond” to serve those who have served!

Robert E. Shoeman LVER

***"The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional to how they perceive the Veterans of earlier wars were treated and appreciated by their nation." George Washington***





## ***Attention, Attention, Attention!*** **Dates to Remember!**

**Winter Board Meeting**  
January 13 all day and 14 (half day if needed),  
2012  
Location TBA

**Spring Conference**  
April 12 (evening) and 13 conference, 2012  
Location TBA

**99<sup>TH</sup> ANNUAL IAWP  
INTERNATIONAL EDUCATIONAL  
CONFERENCE  
JUNE 10-13, 2012**

**RED LION INN AT THE PARK**  
*Spokane, Washington*



*“Near Nature, Near Perfect”*

### ***Did you know?***

As the 13<sup>th</sup> largest state in the United States, Idaho produces 72 types of precious and semi-precious stones. Some of these stones can be found nowhere else in the world, which is why our great state is known as The Gem State.

Population:	1,567,582 (2010 Census Results)
Land Area:	83,557 square miles
Capital City:	Boise
Date of Statehood:	July 3, 1890
Highest Elevation:	12,662 ft. (Mount Borah)
Lowest Elevation:	738 ft. (Lewiston)
Water Area:	823 square miles
River Miles:	3,100 miles (more than any other state)



***Awards Time It's never too early to start thinking about AWARDS!***

***It's time to start thinking about recognizing a person or group you know who deserves an IAWP award!! Nominations must be completed and mailed to Jeff Tesch, c/o the Canyon Local Office. . Nominations must be received by January 13, 2012.***

#### **Award of Merit**

To recognize an IAWP member and/or group for outstanding service or achievement in the workforce development field beyond normal job requirements.

The Award of Merit is the highest honor IAWP bestows on a member. The award recognizes exceptional service or achievement in the field of workforce development or related programs based not only on job performance, but participation in professional, community and other organizations beyond normal job requirements and expectations.

### **Citation Award**

To recognize outstanding contributions from individuals and/or groups in the private sector or from a non-governmental/non-profit organization to IAWP or to Workforce Development programs.

Very important partners for Job Service are the business community and non-profit organizations. Without their support, it would be near impossible to serve the job-seeking customer. We rely upon their jobs, their training and their support of workforce programs to enable us to do our jobs effectively. The Citation Award is to recognize individuals and groups that have made an outstanding contribution to IAWP or Workforce Systems. (Individuals or groups of elected officials should be nominated through the Public Policy Award)

### **Gary Rahn Award**

To recognize an employee of the Idaho Department of Labor who best represents those unique and caring qualities, which we associate with Gary Rahn. Through exemplary one-on-one work with clients, the recipient must make a significant, positive difference in a client's life. The nominee should demonstrate a sense of humor, which facilitates positive changes, a non-judgmental approach to people, and a special insight into people and their needs.

The Gary Rahn Award is named after a LVER who worked in the Coeur d'Alene Office and died 1987 at the age of 39. This award recognizes an employee who best represents those unique and caring qualities, which we associate with Gary.

### **Specialized Customer Service Award**

To recognize individuals and/or groups for outstanding, innovative programs of awareness and furtherment of a specified segment of the workforce, including but not limited to Welfare-to-Work, People with Disabilities, UI/UC and youth programs.

IAWP emphasizes service to special customers through many means. The association has a strong link with organizations serving people with disabilities, partnering with public assistance agencies to help welfare recipients enter the job market and job training providers serving disadvantaged and youth customers. This award is given annually to recognize outstanding assistance to these special population groups.

### **Art Rowe Service to Veterans Award**

To recognize an individual and/or a group for outstanding, innovative programs of awareness and furtherment of veterans' interests and rights in the workforce.

This award is named after Arthur (Art) D. Rowe, a Local Veterans Employment Representative who worked in the Orofino local office. Art was known as a man who loved America's veterans and Idaho's beauty. Art died on June 17, 1998 in a tragic car accident while returning from an awards banquet where staff of the Orofino local office were honored for outstanding work.



### **Mary Upchurch Spirit of IAWP Award**

To recognize an IAWP member for outstanding contributions to the Idaho Chapter IAPES.

Mary Upchurch was a member of IAWP for over 30 years. During that time she held many offices at the subchapter, State, District and International level. She had a passion for IAWP that was contagious to those around her. She was never shy of stating her opinions and considered IAWP her extended family. This award was established in 1990 to honor her and she was the first recipient. Mary passed away in November 1998, but her spirit will not be forgotten.

### **Retiree of the Year Award**

To recognize a retired IAWP members' outstanding commitment to IAPES objectives following retirement.

Retirees play a very important roll in the association. Having years of experience in Employment Security and Workforce Systems, retirees have been called upon for many things such as assisting with legislative issues important to our workforce system, to serve on important association committee's and return to the agencies they retired from to help out in an emergency. The purpose of the Retiree of the Year Award in to recognize outstanding accomplishments and commitment to IAWP of a retired IAWP member.

### **International Development Award**

To recognize an IAWP member or group for outstanding commitments and achievements in IAWP international development.

Activities recognized could include hosting overseas members, conducting outreach to agencies in countries other than the US, establishing a "sister" program with agencies or chapters in other countries, establishing a pen-pal program, fundraising activities used to pay international memberships or any other activities that promote an exchange of ideas and information with other countries.

### **W. Clyde Williams Membership Award**

To recognize an IAWP member for recruiting the most new Idaho Chapter members between March 1st and February 28th each year.

Clyde Williams joined the National Reemployment Service (later to become the Idaho Department of Employment) on December 28, 1933 as Assistant Statistician. In the fall

of 1937 he became local office manager at Twin Falls. During World War II he was transferred to the Central office where he served in a variety of capacities including Field Supervisor, Chief of Placement, USES Director and F & O Supervisor. He retired in 1964 and died in 1971. During his years at the National Reemployment Service / Department of Employment he was honored as the "Father of the Idaho Chapter" for his efforts in promoting membership in the association.

### **Subchapter Activity Award**

To recognize a subchapter that had the most documented activities during the proceeding calendar year. Activities can include educational activities, social or sporting events and community service and other special projects.

Activities at the subchapter level are the heart and soul of IAWP. The Subchapter Activity Award was initiated to recognize the subchapter who provided the most activities to its members during a calendar year. To encourage the sharing of information about subchapter activities, the activities must be documented in the ITEMS newsletter or announced in fliers, posters and/or electronic media to other members, to count towards this award. Points are assigned as follows: educational activity - 5 points for each hour; community service projects - 5 points per event; State conference committee project - 3 points per completed assignment; and social or sporting events - 2 points per each occurrence.

### **Additional International Award Categories**

**International Awards - The following awards are presented at the International IAWP level only. Idaho Chapter members are eligible to submit or receive these awards on the International level.**

#### **Public Policy Award \***

To recognize outstanding individuals in public service for the support of workforce development while serving in the legislative or executive branch of the US or state government or in any other national or state policy-making role.

#### **Administrator Award \***

To recognize outstanding public service in the support of workforce development by a state administrator.

#### **One-Stop Award \***

To recognize outstanding workforce development services in a One-Stop setting.

#### **Lifetime Achievement Award \***

To recognize outstanding commitment to the association's objectives over the course of numerous years. (Nominated by the Chapter)

### **International Membership Awards**

#### **Diamond Membership Award \***

To recognize the individual who recruits the most new partner members during the membership year.

**Platinum Key Membership Award \***

To recognize the individual who recruits the most new members during the membership year.

**Gold Key Membership Award \***

To recognize all individuals who recruit 50 or more new members during the membership year.

**Silver Key Membership Award \***

To recognize all individuals who recruit 25 or more new members during the membership year.

**Bronze Key Membership Award \***

To recognize all individuals who recruit 10 or more new members during the membership year.

**Presidents Honor Roll \***

To recognize all individuals who recruit 10 new or renewed members during the membership year and are active within their chapter.

**Keeper Korps Membership Award \***

To recognize the individual within each chapter who is most responsible for membership renewal achievement.

**January Jumpstart Award \***

To recognize membership efforts for the highest percentage increase in total membership, the most new members and the highest percentage of renewals within small, medium and large chapters.

**Increase in Overall Membership Award \***

To recognize all chapters with an increase in overall membership as compared to the previous year's total.

**Membership Retention Award \***

To recognize all chapters with a minimum of 75% renewals.

**New Members Award \***

To recognize the large, medium and small chapters with the most new members and the large, medium and small chapters with the highest percentage of new members.

**Life Membership**

The Idaho Chapter may nominate an individual for life membership in IAWP. The fee for a life membership is calculated by membership class (full or retiree) for a 15-year period at the current dues rate on the date of the member's nomination. Nominations for life memberships must be approved by the Idaho Executive Board and are submitted to the International Executive Board via the Executive Office. The nomination must include a brief statement about the nominee's IAWP participation, as well as the monies to cover the life membership fee. The Chapter president should provide a copy of all life membership nominations to the current district XIV representative.

**State Chapter Activity Recognition Awards from International****Education Award \***

The Education Award recognizes chapters for outstanding educational activities and initiatives that best demonstrate a well-rounded commitment to the association's first constitutional objective, "To enhance the individual competence, knowledge and proficiency of members interested in all occupation in the workforce development arena."

**Legislative Award \***

The Legislative Award recognizes chapters for outstanding legislative activities and initiatives at the national or local level.

**Communication Award \***

The Communication Award recognizes chapters for outstanding communicative activities and initiatives for

the purpose of marketing IAWP and sharing personal and professional growth information with both members and the public.

#### **Professional Practices Award \***

The Professional Practices Award recognizes a wide variety of activities that demonstrate diverse and creative projects.

#### **Big 10 Award \***

To recognize those chapters that submit nominations in each of the 10 award categories and earn a minimum of 25% of the judging points for each category.

#### **Most Improved Chapter Award \***

To recognize the chapter that increased their chapter achievement points by the greatest margin from the previous year's points.

#### **Chapter Achievement Award \***

To recognize the chapter with the most chapter achievement points.

## **With fall comes Football!**



## **Targeting the tight ends** by Ryan Larrondo

Follow: @KTVB



Posted on August 7, 2011 at 10:24 PM

BOISE-- The Boise State football team is in the Fall swing of things, having completed the fourth practice of the season on Sunday. The focus of practice so far has been getting everybody on the same page, which means a split practice for now. Rookies practicing with rookies, veterans with veterans. BSU Senior Tight End Kyle Efaw said. "We have a good group. We're going to be five or six deep this year. I think people will be surprised who steps up."

One BSU position that has some some veteran leadership is at tight end, with the return of Kyle Efaw, Chandler Koch, and Gabe Linehan. Quarterback Kellen Moore will have a few big targets to find this season. Which could be important for the Broncos with the loss of wide receivers Titus Young and Austin Pettis to graduation.

"At the tight end position, we'll need to step our game up to help fill that role,"

The tight end position has been a valuable one for the Broncos. Last season Efaw accounted for 5 touchdowns, while Linehan also had a touchdown catch.

(Of course we have to show this picture! #80 is Sandy Hacking's great-nephew.)

### ***District 14 Conference Information***

### ***Council Meeting and Bar-Bee-Q***



### ***Deck for Bar-Bee-Q on Thursday Evening!***

***Thursday afternoon, September 29th was the District Council meeting followed by District Director Barbee's Bar-Bee-Q. A full day of training was offered on***

**Friday, September 30, with both a continental breakfast and lunch being included. Saturday, October 1, was the annual District business meeting, providing members with an opportunity to learn about other Chapters in the District.**



**What a beautiful drive to the District 14 Council Meeting.**

### People on the Move

#### Promotions

- Del Mitchell, Maintenance Craftsman, Senior Accounting
- Lawrence Shaw, Disability Program Specialist, DDS Division
- George Scheiferstein, IT Resource Manager, IS Development
- Andrew Townsend, Regional Economist Labor, Public Affairs
- Shirley R Wyman, Financial Specialist, Accounting
- John G Panter, Research Analyst Principal, Research & Analysis

#### Retirements

- Joyce Martin, Hearing Officer, Appeals
- David M Hoag, Workforce Consultant Senior, Boise
- Margaret J Adams, Technical Records Specialist 1, DDS Division
- Cindy L Dudenake, Disability Program Manager, DDS Division
- Jerome T Carpenter, ITSystems Integration Analyst Senior, IS Development

### Idaho IAWP Executive Board

#### STATE OFFICERS:

**PRESIDENT:** Jeff Tesch

**PRESIDENT ELECT:** Bea Murphy

**VICE PRESIDENT:** Virginia Enriquez

**SECRETARY/TREASURER:** Geoff Greer

#### SUBCHAPTER PRESIDENTS & OFFICERS:

**PANHANDLE:** President - (Vacant)

**SEAPORT:** President - (Vacant)

**TREASURE VALLEY:** President - Rita Hale

**LES BOIS:** President – Julie Sherry

**SAWTOOTH & SAGE:** President –

Virginia Enriquez

**RUSSETT REALM:** President – Beth Larson

#### COMMITTEE CHAIRS:

**AWARDS:**

**VETERANS:** Robert Shoeman

**EDUCATION:** John Allen

**LEGISLATIVE:** Tony Piper

**MEMBERSHIP:** Bea Murphy

**INTERNATIONAL DEVELOPMENT:**

Lu Lineberry

**NEWSLETTER EDITOR:** Sandy Hacking

**PROFESSIONAL PRACTICES:** Al Snyder

**RETIREE:** Al Snyder

**WEB SITE:** Nancy Upchurch

**WPDP COORDINATOR:**

**AUDIT:**

**IDOL LIAISON:** Rogelio Valdez

# Congratulations!

Another Upchurch has arrived...



Lillian Maureen was born Saturday, September 3, 2011. She weighed 6 lbs. 14.5 oz and was 19 inches long. Congrats to proud Grandma Nancy! (and mommy and daddy of course)

Don't forget to check the IAWP Chapter Web site for more information at:  
<http://labor.idaho.gov/dnn/iawp/Home/tabid/112/Default.aspx>

Also visit the International Web site at <http://www.iawponline.org/>

**Please submit your article(s) for publication in the next issue of ITEMS  
by 11/18/2011**

**Please send to  
[sandy.hacking@labor.idaho.gov](mailto:sandy.hacking@labor.idaho.gov)**

**ITEMS Editor – Sandy Hacking**